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ABSTRACT

The salaries of 208 chief administrative officers in baccalaureate and higher degree programs in nursing are reported and analyzed. The period covered is 1980-81. Tables present these data on deans' salaries: percentiles for 1978-79, 1979-80, and 1980-81; 1979-80 and 1980-81 annual increases for deans continuing in office from the previous year's survey; by region; by institutional control (public, secular private, and religious private); in universities and four-year colleges (percentile); in academic medical/health science centers; in autonomous and non-autonomous settings; by degree levels offered in the school; by type of highest degree held; by title (dean, director, chair, and other); by academic rank; relationship to tenure; and administrative salary as a fraction of total salary. Data are also presented for length of administrative term, and number of deans elected by nursing faculty. Graphs illustrate data on length of time in current position and total years of experience as a dean. The institutional and individual survey forms and a list of participating schools are included. (MSE)

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REPORT ON SALARIES OF NURSING DEANS

1980—1981

April 1981
Data Bank Project
American Association of Colleges of Nursing

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION

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REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

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INTRODUCTION

Summary

This report on the salaries of 208 chief administrative officers in baccalaureate and higher degree programs in nursing follows the publication of Nursing Faculty Salaries in February 1981. Both of these reports represent a third annual review of academic salaries in nursing which the American Association of Colleges of Nursing initiated in 1978-79. The response rate on the deans' section of the salary survey was 91 percent compared to an 85 percent return in 1979-80. A map showing geographic regions is presented on page 16 followed by a list of participating schools on pages 17-20. Schools applying for membership in AACN after October 1980 could not be included (see note about acting or interim deans on this page).

METHOD

Data Collection

An Institutional Data form (see page 14) provided a framework for classification and presentation of salary data for both faculty and deans. Thus, it was possible to examine the following as probable determinants of a dean's salary: the support category of the parent institution, location in a university or other collegiate setting, autonomy, levels of educational programs offered and regional differences. In addition, a one-page questionnaire sought information as to terms of the dean's appointment and educational background (see page 15).

Participating Schools

Complete forms for both institutional and deans' salary data were received from 232 institutions, two more than the number of participants in the Report on Nursing Faculty Salaries. The reader is reminded that there are differences in the lists of participating institutions in the two reports.

Acting or Interim Deans

The questionnaires from 24 schools indicated that the deanship was vacant at the time of data collection (October-November 1980). Follow-up of these responses indicated that acting or interim deans were faculty members serving as temporary replacements; in this capacity their salaries had been included in the faculty category and do not appear in the analysis of deans' salaries in this report. However, the participation of schools with an acting/interim dean was acknowledged with an asterisk (*) in the list on pages 17-20 as evidence of the school's cooperation in AACN's salary survey. Since acting and interim deans were excluded from the tabulations, this report is based upon the salaries of 208 chief administrative officers in baccalaureate and graduate programs in nursing.

Definitions

Title

In this report the term dean is used in a generic sense with reference to the chief administrative officer in a school, college or department of nursing regardless of local title. Table 10 will provide the variety of actual titles among the respondents and possible relationships to salary.

Autonomy

An autonomous school is a nursing program within a college or university structure which generally is titled "College of Nursing" or "School of Nursing." A non-autonomous school is a nursing program within a college or university structure which is a department of another unit of that institution, e.g., a division of health sciences. However, all autonomy is relative since various linkages between educational units exist in higher education. There are many different organizational patterns, some historical and others the result of recent changes. Thus, autonomous/non-autonomous should not be regarded as superior-inferior.

Academic Health Center

As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

Salary Basis

Salaries of deans were collected on either a calendar year or an academic year basis but, since the majority were in the former category, all salaries were converted to a calendar year basis for analysis and presentation. This conversion is done by multiplying academic year salaries by eleven-ninths to obtain equivalent calendar year salaries.

All tables in this report display salaries on a calendar year basis (only). For a dean whose salary is on an academic year basis, it would be expedient to multiply that salary by eleven-ninths before comparing with the tables which follow.

Computer Processing

All data from the deans' salary questionnaire were keypunched and entered into a computer system for processing, identifying each institution by an AACN code number. The file was then linked with institutional data in the AACN Data Bank to produce a master record for each school which contained data for both the institution and the dean. These data were sorted and tabulated in various ways to obtain the tables presented in the pages which follow.

Percentile Analysis

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75, and 90 percent of the salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile salary should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

RESULTS AND DISCUSSION

Table 1

Salaries of All Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 1 presents salary data for the deans of nursing in the institutions participating in the 1980-81 salary survey. Comparative data for the two preceding years indicate that the median salary increased by 5.2 percent in 1980-81 over 1979-80; this was slightly less than the increase in median salary experienced in 1979-80 over 1978-79.

Table 2

Annual Salary Increases for Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1980-81	151	29,200	34,800	42,300	49,000	53,100
1979-80	151	26,900	31,700	39,000	45,000	51,200

Table 2 limits comparison to schools which participated in both the 1979-80 and 1980-81 surveys with the same dean continuing in office. The median salary for this group of deans showed an increase of 8.5 percent. Examination of the difference in the median salary increase between Table 1 and Table 2 indicates that new deans could have affected Table 1 adversely. On the other hand, one would expect that salaries of deans who continued in office would show greater increase than the total population of deans for a given year.

The remainder of the tables in this report will be based only on data supplied by the 208 schools that participated in the 1980-81 survey. The reader is reminded that the respondents in the two previous years do not constitute homogenous groups.

It also seems important to point out that many of the factors presented in the tables which follow that relate to salary are in fact related to each other as well. For example, deans of schools of nursing with doctoral programs have doctorates themselves, and these programs generally are located in large universities or academic health centers. Thus, the reader should be cautioned that statements such as "Deans with doctoral programs receive higher salaries," and "Deans in academic health centers receive higher salaries" are not independent statements.

Data presented in this 1980-81 Report on Salaries of Nursing Deans show that the very great diversity in the characteristics of nursing programs and deans is reflected in a corresponding diversity in level of compensation. This report should be useful to each dean in evaluating the status of her or his salary in comparison with (1) salaries of other administrative personnel in the local institution and (2) salaries of nurse colleagues in comparable settings in other colleges and universities.

Table 3

Salaries of Nursing Deans by Region

Region	N	10th	25th	50th	75th	90th
Northeast	57	29,200	34,100	39,700	44,400	50,600
Midwest	61	26,400	32,700	40,300	45,800	53,100
South	71	30,200	34,800	43,000	48,000	53,900
West	19	35,600	39,700	44,500	51,500	61,800

Salary data for the four AACN regions are shown in Table 3. The disparity between the northeast and the west, particularly at the 75th and 90th percentiles, seems noteworthy and is sharper than in previous years. However, the latter situation would seem to have been affected by the fact that institutional participation in the northeast represents ten more schools in 1980-81 than in 1979-80. Many of these are new small programs with salaries in lower categories. In contrast, the western region is represented by the same number of schools both years. Also, it should be explained that the characteristics of schools in the western region are unique as compared with the other three regional areas: they are largely in public universities, a high percentage are on academic health center campuses and five of the nineteen have doctoral programs. The relationship of these characteristics to salary level is borne out elsewhere in this report. One other observation concerning annual changes in regions is that comparison of 1980-81 and 1979-80 salary reports shows that the south also has ten additional schools over 1979-80. However, during the past year salaries in the southern region seemed to have caught up with and slightly surpassed the midwest where the number of participating schools was relatively stable.

Table 4

Salaries of Nursing Deans by Institutional Control

Control	N	10th	25th	50th	75th	90th
Public	125	34,200	37,000	43,000	49,500	54,200
Secular Private	33	28,800	34,600	42,200	50,300	57,300
Religious Private	50	22,100	28,600	33,700	40,600	45,500

Table 4 shows salaries of deans according to classification of the parent institution: public, secular private and religious private. Some interesting internal contrasts are apparent. At the median and lower levels, salaries are highest in public institutions, lower in secular private schools and lowest in religious private schools. However, at the 75th and 90th percentiles, secular private institution salaries are ahead of

the others. Although still in the lowest place, median salaries of deans in religious private institutions increased by 6.7 percent over the preceding year as compared to 5.2 percent for all deans; they also experienced a 15 percent increase at the 75th percentile over 1979-80.

Table 5

Salaries of Nursing Deans in
Universities and Four-Year Colleges

Parent Institution	N	10th	25th	50th	75th	90th
University	159	34,000	37,300	43,500	49,400	54,400
Four-year College	45	21,800	26,700	31,800	35,500	39,800
Other	4	-	43,500	51,400	54,200	-

Data in Table 5 show that deans in schools of nursing which are situated on a university campus earn substantially higher salaries than deans of nursing in four-year colleges. A similar observation was made in the case of nursing faculty in AACN's 1980-81 report. Comparison with deans' salaries in four-year colleges in 1979-80 indicate that increases have taken place but, in general, these are not as substantial as in universities. One exception on the positive side is that 1980-81 data show that at the 75th percentile both university and four-year colleges increased deans' salaries by nine percent!

The four "others" in Table 5 represent nursing programs in institutions where the primary identification, title, etc., is with medicine. Categorically they resemble the academic health centers as comparison with salaries in Table 6 indicates.

Table 6

Salaries of Nursing Deans in
Academic Medical/Health Science Centers

Parent Institution	N	10th	25th	50th	75th	90th
Academic Health Centers	66	36,200	44,000	48,300	53,100	57,000
Other Universities and Colleges	142	27,700	33,000	37,500	43,000	48,600

Table 6 illustrates that deans of nursing schools situated on academic health center campuses receive substantially higher salaries than deans of other university schools. Several factors seem related to this difference: size of the center, its commitment to research, comparison/competition with deans in other health schools.

Table 7

Salaries of Nursing Deans in
Autonomous and Non-Autonomous Settings

	N	10th	25th	50th	75th	90th
Autonomous School	143	33,500	37,500	44,000	50,000	55,000
Department in Another School	65	26,300	29,400	35,000	39,500	43,900

The term autonomy as used in this report generally identifies programs with the title School or College of Nursing. Non-autonomous programs are those which are organized as a department of another unit of the institution.

Table 7 illustrates rather large differences in salaries between the two groups. Several factors would seem to be related. The majority of university schools and those on academic medical/health science centers tend to be autonomous. Conversely, many of the nursing programs in four-year colleges would be in the non-autonomous category from a structural point of view.

Table 8

Salaries of Nursing Deans by
Programs Offered in the School

	N	10th	25th	50th	75th	90th
Baccalaureate Only	99	26,300	31,600	35,300	39,700	43,500
Master's only	1	-	-	-	-	-
Baccalaureate, Master's	88	35,000	40,300	44,800	50,000	55,000
Master's, Doctoral	1	-	-	-	-	-
Baccalaureate, Master's, Doctoral	19	44,000	50,000	52,100	60,000	65,800

It is apparent from the data in Table 8 that the salaries of deans vary greatly with increased responsibility in the way of additional enrollment as well as size and type of faculty. However, the very large number of schools offering baccalaureate study only also have diverse characteristics depending upon location, source of support, enrollment of R.N. students and the length of the program's existence. Schools offering both baccalaureate and master's study would be expected to recruit and maintain a higher ratio of doctorally prepared faculty and so on. Factors such as educational preparation and experience of the deans in the three

types of schools, although not correlated with salary level in this report, could add interesting information. Salaries of deans in the two schools which each comprise a single category are, of course, not shown.

Table 9

Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	10th	25th	50th	75th	90th
D.N.S. or D.N.Sc.	8	-	30,400	37,600	39,400	-
Ed.D.	79	29,500	35,500	43,200	49,400	52,100
Ph.D.	91	31,800	35,000	40,300	46,000	54,200
D.P.H. or Dr.P.H.	5	-	43,200	48,500	50,000	-
Nursing Master's	23	22,700	28,000	34,000	40,300	50,800
Other Master's	2	-	-	-	-	-

A total of 183 deans (88 percent) in the 1980-81 survey held an earned doctorate, approximately the same proportion as last year. The Ph.D. accounted for nearly 50 percent of the doctoral degrees. The number of deans whose highest educational credential was a master's degree rose slightly; all but two had a master's in nursing. As would be expected, a number of deans in the master's category indicated that doctoral study was near completion.

Table 10

Salaries of Nursing Deans by Title

Title	N	10th	25th	50th	75th	90th
Dean	132	34,800	39,500	44,700	50,300	55,200
Director	25	26,400	31,300	34,400	39,100	43,000
Chair	44	22,900	28,200	34,800	39,000	43,100
Other	7	-	28,000	38,500	40,100	-

Table 10 indicates clearly that the title of dean is associated with the highest levels of salaries. However, it seems likely that whatever title is held by the chief administrator in a nursing program is consistent with the pattern of titles (and salaries) which prevail in the parent institution. For example, included under "other" are a few chief academic nurse administrators who have the title of associate dean since that describes a category for an administrative group in their academic setting.

Table 11

Salaries of Nursing Deans by Rank

Academic Rank	N	10th	25th	50th	75th	90th
Professor	162	34,500	38,300	43,500	50,000	54,800
Associate Professor	40	23,900	28,200	31,400	35,400	37,700
Assistant Professor	3	-	19,600	27,000	29,200	-
No Academic Rank	3	-	33,900	36,000	38,500	-

Table 11 indicates that 78 percent of the deans held the academic rank of professor, the same percentage as 1978-79 but slightly lower than last year. The difference likely is related to newer, younger deans or those who have recently completed doctoral preparation. Again, it is pointed out that levels of academic rank may differ considerably by educational institution.

Table 12

Salaries of Nursing Deans and Tenure

Tenure Status	N	10th	25th	50th	75th	90th
With Academic Tenure	149	30,500	37,400	43,700	50,000	54,400
Without Academic Tenure	59	27,000	31,600	35,200	38,500	44,500

Table 12 indicates that 149 or 72 percent of the deans in the 1980-81 survey held academic tenure - the same percentage as last year. Although further analysis of the schools where deans lack tenure is not available, it is likely that the majority of these are small private institutions that do not operate a tenure system. Also, institutional policy may govern the eligibility of a new dean for tenure status. The relationship of either of these conditions to salary status has been discussed at various points in this report.

Table 13

Length of Administrative Term of Nursing Deans

Length of Term	N
1 year or no fixed term	155
2 years	3
3 years	25
4 years	10
5 years	12
6 years	3

Table 13 bears no direct relationship to salary but is included as a matter of interest. Responses to this question which reflect institutional policy rather than nursing per se have been rather consistent over a three-year period.

Table 14

Number of Deans Elected by Nursing Faculty

Region	N
North Atlantic	16
Midwest	5
South	3
West	1

As was the case with Table 13, the above data have no relationship to salary. The information is included because of interest on the part of deans, particularly with regard to changing trends. AACN's data show that election is the practice in a very small number of schools; only 12 percent of the 1980-81 respondents and 14 percent in 1979-80. Review of the colleges and universities involved included all types: public and private, large and small institutions.

Table 15

Administrative Salary Component as a Fraction of Total Salary

N	10th	25th	50th	75th	90th
32	3%	6%	10%	24%	27%

Basis for Remuneration

Only 36 of the 208 responding deans indicated that their institutions utilize a formula in determining the dean's salary, giving consideration to both academic rank and administrative

responsibilities. It had been expected that the larger component of salary in these cases would show a typical "salary for academic rank," e.g., professor, with a smaller supplement as "salary for administrative position," but this was not the case for all schools. Four deans reported small amounts under "salary for academic rank" and the bulk of their salaries for the administrative position. When contacted during AACN's editing process, they explained that they received a basic salary as dean, plus a supplement for the teaching they do - just the reverse of the situation expected. Even with these institutions excluded, the administrative components ranged from a few hundred dollars to more than $20,000, with a median of $5,000. As a fraction of total salary, the administrative components are given in Table 15.

FIGURE 1: LENGTH OF TIME IN CURRENT POSITION

Figure 1 illustrates the length of time in which the nursing deans in this survey have been in their present positions. It is significant that nearly one-half of the group (46 percent) have served for three years or less. As was the case in 1979-80, four years is the median period of time served. (See page 12.)

FIGURE 2: TOTAL YEARS OF EXPERIENCE AS A DEAN

Figure 2 shows that many deans have had previous experience as chief administrative officers in a nursing program, and in fact, the length of career as a dean is much longer when service in previous positions is taken into account. The median number of years of combined experience is six; there are 50 deans with more than 10 years experience in total. (See page 13.)

FIGURE 1: LENGTH of TIME in CURRENT POSITION

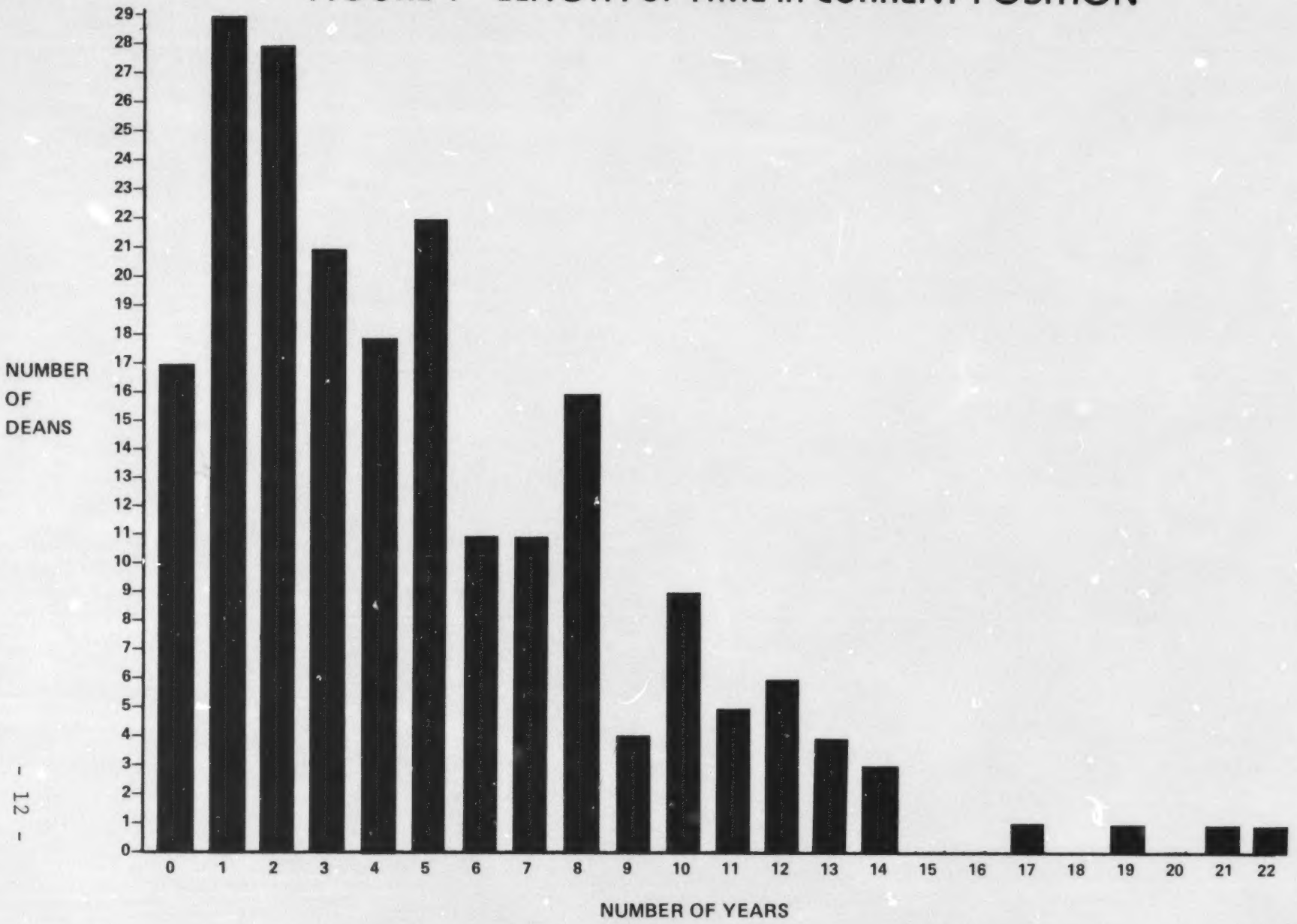
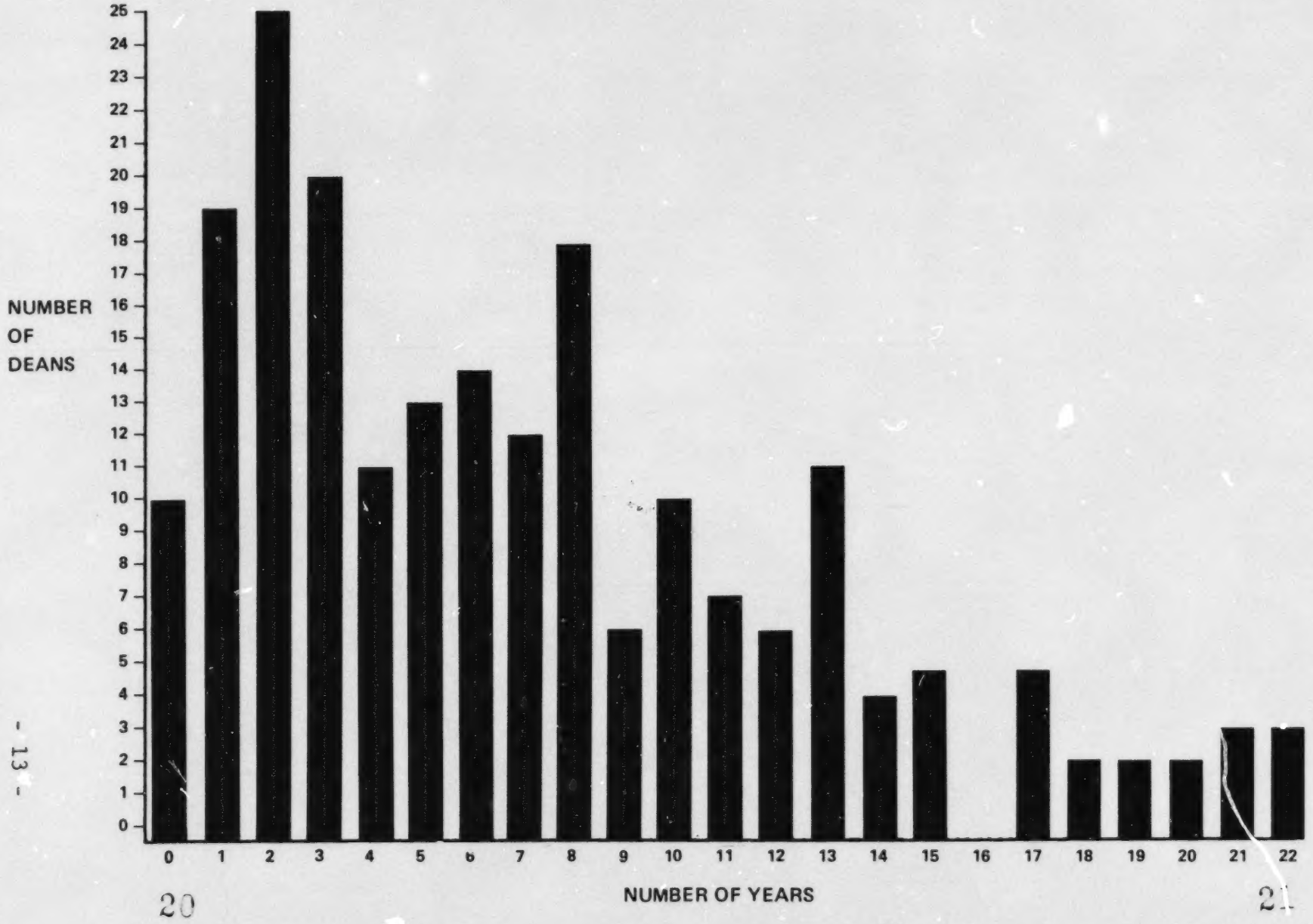


FIGURE 2: TOTAL YEARS of EXPERIENCE as a DEAN



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1980 – 81 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: yes _____ no _____ (See definition on reverse.)
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. Administratively, your nursing program is: (please check one)
   An autonomous school or college (within the institutional structure) _____
   A department within another unit of the institution _____
5. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse.)
6. Number of nursing faculty: Full-time ☐☐☐ Part-time ☐☐☐ (See instructions on reverse.)
7. Academic programs offered:
   baccalaureate _____
   masters _____
   doctoral _____
   _____ If you have an associate degree program, check here and see instructions on reverse
8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. Enrollment and graduation data:
   Please leave no blanks. Fill unneeded blocks on the left with zeros

Count only nursing students in the spaces below.

	Full-time Students (Fall 1980)				Part-time Students (Fall 1980)				Graduations During 1979-80 Academic Year			
Baccalaureate: Generic												
R.N.												
Graduate: Masters												
Doctoral												

Signature of Dean or Director _____

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1980 – 81 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   Dean_____ Director_____ Chair_____ Acting Dean_____ Other_____ (specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof._____ Assoc. Prof._____ Asst. Prof._____ No Rank_____

3. TENURE: (academic) yes_____ no_____

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)
   No fixed term_____ 2 yr_____ 3 yr_____ 4 yr_____ 5 yr_____ 6 or more yr_____

5. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes_____ no_____

6. SALARY: [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

7. SALARY BASIS: (check one) Academic year_____ Calendar year_____

8. BASIS FOR REMUNERATION: Some institutions utilize a formula basis in determining a dean's salary, giving consideration to both academic rank and administrative responsibilities. Is this the case in your institution?
   Yes ___ No ___. If yes, fill in both components as follows: Salary for academic rank [ ][ ][ ][ ][ ]
   Salary for administrative position [ ][ ][ ][ ][ ]. The two should total the figure supplied in 6.

9. TIME IN DEANSHIP: Present school [ ][ ] years. Other schools(s) [ ][ ] years.

10. HIGHEST DEGREE (check only the highest earned degree)

    Doctorate

    D.N.S. or D.N.Sc._____ Ed.D._____ Ph.D._____ (specify field) _____
    D.P.H. or DR.P.H._____ other_____ (specify field)_____ _____

    Masters

    Nursing_____ other_____ (specify field) _____

NOTE: See reverse side if you wish to supply information on salaries of administrative faculty other than the Dean/Director.

North
Atlantic
States
Midwestern States
Western States
Southern States

Report on Salaries of Nursing Deans
The American Association of Colleges of Nursing
Schools Participating in the Deans' Salary Survey
by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg State College
Bloomsburg, Pennsylvania
Boston State College
Boston, Massachusetts
City College of New York
New York, New York
* Herbert H. Lehman College
Bronx, New York
Hunter College
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
* Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers-The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
* SUNY/Downstate
Brooklyn, New York
* SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Temple University
Philadelphia, Pennsylvania
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
* University of Massachusetts
Amherst, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Vermont
Burlington, Vermont
University of the District of Columbia
Washington, D.C.
Western Connecticut State College
Danbury, Connecticut
Worcester State College
Worcester, Maine

Private (Religious)

Boston College
Chestnut Hill, Massachusetts
Carlow College
Pittsburgh, Pennsylvania
* College Misericordia
Dallas, Pennsylvania
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania

Private (Religious)

Seton Hall University
South Orange, New Jersey
St. Anselm's College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
* Boston University
Boston, Massachusetts
College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia University
New York, New York
Elmira College
Elmira, New York
Fairleigh Dickinson
Rutherford, New Jersey
* Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
Mercy College
Dobbs Ferry, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Skidmore College
New York, New York
Syracuse University
Syracuse, New York
Teachers College, Columbia University
New York, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of the State of New York
Albany, New York
Wagner College
Staten Island, New York
Widener College
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut

*Acting/Interim Dean

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Eastern Michigan University
Ypsilanti, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Med. College of Ohio School of Nursing
Toledo, Ohio
Michigan State University
East Lansing, Michigan
Northeast Missouri State University
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
Ohio State University
Columbus, Ohio
Purdue University
West Lafayette, Indiana
* Sangamon State University
Springfield, Illinois
South Dakota State U. College of Nursing
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois/Medical Center
Chicago, Illinois
* University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
* University of Missouri
Columbia, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wright State University
Dayton, Ohio

Private (Religious)

* Avila College
Kansas City, Missouri
Capital University
Columbus, Ohio
* College of Mount St. Joseph
Mount St. Joseph, Ohio
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
* Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Independence, Missouri
Grand View College
Des Moines, Iowa
Illinois Wesleyan University
Bloomington, Illinois
Lewis University
Lockport, Illinois
Loyola University
Chicago, Illinois
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Marymount College
Salina, Kansas
* Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
* Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
St. Xavier College
Chicago, Illinois
Union College
Lincoln, Nebraska
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana

Private (Secular)

Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Northwestern University
Chicago, Illinois
Rush University College of Nursing
Chicago, Illinois

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Bowie State College
Bowie, Maryland
* Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
* Delta State University
Clevland, Mississippi
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A&M University
Tallahassee, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia State University
Atlanta, Georgia
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
Marshall University
Huntington, West Virginia
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina
North Carolina A&T University
Greensboro, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northwestern State University
Shreveport, Louisiana
Prairie View A & M University
Houston, Texas
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech. University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
University of Alabama
Birmingham, Alabama
University of Alabama
Huntsville, Alabama
* University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentuoky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Carolina
Greensboro, North Carolina
University of North Carolina
Chapel Hill, North Carolina
University of North Caoolina
Charlotte, North Carolina
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
Rio Piedras, Puerto Rico
* University of South Carolina
Spartanburg, South Carolina
* University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
* University of Southwestern Louisiana
Lafayette, Louisiana
University of Tennessee
Memphis, Tennessee
University of Tennessee
Nashville, Tennessee
University of Tennessee
Knoxville, Tennessee
University of Texas
Arlington, Texas
University of Texas
Galveston, Texas
University of Texas
San Antonio, Texas
University of Texas
Austin, Texas
University of Texas
El Paso, Texas
University of Texas
Houston, Texas
University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Carolina University
Cullowhee, North Carolina
Western Kentucky University
Bowling Green, Kentucky
Winston Salem State University
Winston Salem, North Carolina

Private (Religious)

Baylor University
Dallas, Texas
College of Notre Dame of Maryland
Baltimore, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
Emory University
Atlanta, Georgia
Incarnate Word College
San Antonio, Texas
Mississippi College
Clinton, Mississippi
Oral Roberts University
Tulsa, Oklahoma
Texas Christian University
Fort Worth, Texas
William Carey College
New Orleans, Louisiana

SOUTHERN STATES

Private (Secular)

Duke University
Durham, North Carolina
Hampton Institute
Hampton, Virginia
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, FLorida
Vanderbilt University
Nashville, Tennessee

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
* California State University
Sacramento, California
California State University
Long Beach, California
Calivornia State College
Bakersfield, California
Intercollegiate Center for Nursing Educ.
Spokane, Washington
Montana State University
Bozeman, Montana
San Diego State University
San Diego, California
San Jose State University
San Jose, California
The University of New Mexico
Albuquerque, New Mexico
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of Colorado
Denver, Colorado
University of Northern Colorado
Greeley, Colorado
University of Oregon
Portland, Oregon
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming

Private (Religious)

Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
* University of San Diego
San Diego, California
University of San Francisco
San Francisco, California